

**EXHIBIT 20**  
**Redactions Approved**  
**per Court Order**  
**(ECF No. 232)**

**From:** Will Grannis <wgrannis@google.com>  
**To:** Melissa Lawrence <hmelissa@google.com>  
**Sent:** Sat, 18 Nov 2017 04:40:20 +0000  
**Subject:** Re: [urgent] Early heads up: refresh policy change causing octo anxiety  
**Cc:** Brian Stevens <stevensb@google.com>

I think this is great. Of course I'm going to say that since the rules have changed, the new rules should apply to C20 and [REDACTED] equitably :) If we are stuck on that, then I'd pull C31 to 130 and make Ulku's 90. I'd actually like to allocate the last 12 to [REDACTED]; I would have given her a bit more if I had discretion.

Thx Melissa!

On Fri, Nov 17, 2017 at 8:12 PM Melissa Lawrence <hmelissa@google.com> wrote:

Talked to Becky:

In her review with Diane they recommended that we give a grant to all Nooglers in Cloud hired post [REDACTED] with an EE or greater rating. She was on board with this so we will be doing that; Comp is helping us enter from back-end. Both Ulku and C3 will receive grants (\$62k for Ulku and \$170k for [REDACTED]).

This would put them above C20 [REDACTED] and [REDACTED] (40k each). I don't think that there is any room to go back and ask them to up C20 [REDACTED] and [REDACTED] so are you comfortable with the amounts for Ulku and C3? An answer tonite would be appreciated.

Melissa

On Fri, Nov 17, 2017 at 7:46 PM, Will Grannis <wgrannis@google.com> wrote:

Thx Melissa.

On Fri, Nov 17, 2017, 6:17 PM Melissa Lawrence <hmelissa@google.com> wrote:

Hi both -

I am staying close to this. Urs did do something for Nooglers in his org. I am asking Becky if Diane plans to address for consistency Nooglers in the non Urs Cloud orgs. Will keep you posted.

Melissa

On Thu, Nov 16, 2017 at 7:17 AM, Brian Stevens <stevensb@google.com> wrote:

Melissa - I think it's also important to be consistent w/ what Urs and Diane do - so please do stay close to Sue on the topic. The challenge will be if we just make an exception for top performers, my expectation is that won't be 100% of the people who have issues and they are highly likely to discuss with each other. That could also create a challenge to explain with them. In the meantime I appreciate your ownership of this, Will.

HLM 10/29/20

**EXHIBIT 84**